

**Terms and conditions**  
**of recruitment of Adjuncts and Research Assistants**  
**at the Henryk Niewodniczański Institute of Nuclear Physics Polish Academy of Sciences**  
**for the positions financed from statutory funds**

1. Director General of the Henryk Niewodniczański Institute of Nuclear Physics Polish Academy of Sciences (hereinafter referred to as: IFJ PAN) publicly announces an open competition for the positions of Adjuncts and Research Assistants. The announcement is sent to the Public Information Bulletin.
2. Candidates submit their applications to the IFJ PAN Human Resources and Administrative Department within the time limit specified in the announcement.
3. The applications should contain:
  - a request for employment specifying the scope of interests of an applicant in relation to research carried out at IFJ PAN, including the desired Department (Laboratory) where an applicant applies for the position
  - a CV including information on professional advancement and a list of publications and conference lectures
  - reference letters: at least two when applying for the position of Adjunct and at least one when applying for the position of Research Assistant, sent to the address of Director General (or to the address of the Human Resources and Administrative Department with a note „Competition”)
  - a Ph.D. dissertation with review reports if an applicant applying for the position of Adjunct has not yet earned a Ph.D. degree
  - a written report from Head of Department where an applicant is applying for the position with the reservation that the report should be submitted to the Human Resources and Administrative Department without the assistance of an applicant.

The applications may contain additional information useful for the evaluation of a candidate's qualifications.

4. The applications are examined and reviewed by the Selection Committee for the Recruitment of Adjuncts and Research Assistants, hereinafter referred to as the Selection Committee. The Selection Committee is made up of Heads of Scientific Divisions and Cyclotron Centre Bronowice and Chairman of Scientific Council (RN) or a member of the RN Board appointed by Chairman for the whole term of RN.

5. The Selection Committee schedules and announces (with a month's notice) interview appointments with applicants and Heads of Departments where the candidates are applying for the position. Director General of IFJ PAN takes part in the interviews. If need be, Director General may appoint an IFJ PAN employee to temporarily replace him in this procedure.
6. Based on submitted documents, the Selection Committee conducts qualification interviews and, having considered priorities and the necessity to strengthen selected research groups, the Committee formulates its opinion on research qualifications of candidates and gives recommendations as to their employment at IFJ PAN.
7. The recommendations issued by the Selection Committee hold their validity for six months for all candidates applying for the position of Adjunct who have not earned a Ph.D. degree over the duration of the competition.
8. The recommendations issued by the Selection Committee hold their validity for six months for all candidates applying for the position of Research Assistant who have not earned a M.Sc. degree over the duration of the competition.
9. The recommendations of the Selection Committee are passed over to IFJ PAN Director General and announced at the nearest session of the Scientific Council.
10. The decision to employ a given candidate is taken by IFJ PAN Director General and then announced at the nearest session of the Scientific Council.
11. A candidate holding a Ph.D. degree is employed in the position of Adjunct for the period of 2-4 years.
12. A candidate holding a M.Sc. or M.Sc. Eng. degree is employed in the position of Research Assistant for the period of 2-4 years.
13. Applicants will be notified in writing about the results of their candidacies.
14. When their first employment period is over, Adjuncts and Research Assistants may once more apply for the same position for the time no longer than the turnover period (for Adjuncts - a maximum term of 8 years from the date of the first employment in this position; for Research Assistants - a maximum term of 6 years from the date of the first employment in this position). The applications are examined and reviewed by the Selection Committee in accordance with the rules given in points 1-13 herein. The Selection Committee takes into consideration the current progress of work and the level of research advancement of an applicant together with prospects for earning a Ph.D. or a Ph.D. with habilitation. The Committee's recommendation is valid for 6 months.
15. If candidates fulfill the statutory requirements, they may be recommended by the Selection Committee for the position of Adjunct or Research Assistant for an indefinite period of time.